



Date of review: July 2022

Next Review: July 2023

Responsible Person: Assistant Vice Principal (Pastoral)

Exclusions Policy

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Statement of intent

At The Boulevard Academy, we understand that good behaviour and discipline is essential for promoting a high-quality education.

Amongst other disciplinary sanctions, the academy recognises that a fixed term exclusion and permanent exclusion of students may be necessary where there has been a serious breach, or consistent breaches, of the academy's Behaviour Policy. Excluding a student may also be required in instances where allowing the student to remain in school would be damaging to the education and welfare of themselves or others; in all cases, suspending or excluding students should only be used as a means of last resort.

The Academy has created this policy to clearly define the legal responsibilities of the principal, Board of Trustees and Local Authority when responding to fixed term exclusions and permanent exclusions, to ensure that they are dealt with both fairly and lawfully, and in line with DfE statutory guidance. This policy also aims to secure a student's right to an education despite having been fixed term or permanently excluded, by ensuring that appropriate arrangements are in place.

A "fixed term exclusion" is defined as the temporary removal of a student from the academy for behaviour management purposes. A student may be fixed term excluded for one or more fixed periods, up to a maximum of 45 academy days in a single academic year. A fixed term exclusion does not have to be for a continuous period.

A "permanent exclusion" is defined as the permanent removal of a student from the academy, in response to a serious breach or persistent breaches of the academy's Behaviour Policy and where allowing the student to remain in academy would seriously harm the education or welfare of the students or staff in the academy.

1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Education and Inspections Act 2006
- The Education (Provision of Full-Time Education for Excluded Students) (England) Regulations 2007
- Equality Act 2010
- The School Discipline (Student Exclusions and Reviews) (England) Regulations 2012
- The European Convention on Human Rights (ECHR)

This policy also has due regard to statutory and non-statutory guidance, including, but not limited to, the following:

- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2016) 'Behaviour and discipline in schools'
- DfE (2017) 'Exclusion from maintained schools, academies and student referral units in England'
- DfE (2018) 'Mental health and behaviour in schools'

This policy operates in conjunction with the following school policies:

- Behaviour Policy
- Anti-bullying Policy
- Student Code of Conduct
- Special Educational Needs and Disabilities (SEND) Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Child Protection and Safeguarding Policy

2. Roles and responsibilities

The LA is responsible for:

- Having due regard to the relevant statutory guidance when carrying out its duties in relation to the education of LAC.
- Arranging suitable full-time education for any student of compulsory school age excluded permanently, in coordination with the academy.
- Reviewing and reassessing students' needs in consultation with their parents where they have an EHC plan and are excluded permanently, with a view to identifying a new placement.
- If requested by parents, appointing a SEND expert to attend the panel and covering the associated costs of this appointment.

The trust is responsible for:

The Executive Trust Board is responsible for:

- Providing information to the Secretary of State and LA about any fixed term and permanent exclusions within the last 12 months.
- Arranging suitable full-time education for any student of compulsory school age who is excluded for a fixed term.
- Considering parents' representations about fixed term and permanent exclusions within 15 school days of receiving notice if the appropriate requirements are met.
- Where a fixed term or permanent exclusions would result in a student missing a public examination or test, considering the fixed term or permanent exclusion before this date.
- Considering whether it would be appropriate for a student to be permitted onto the academy premises to sit the public examination or test.
- Arranging the representation meeting at a time and date convenient to all parties, but in compliance with the statutory time limits.
- Adhering to its responsibilities to consider the reinstatement of students.
- Considering the interests and circumstances of the fixed term or permanently excluded student, including the circumstances in which they were fixed term or permanently excluded, and have due regard to the interests of others at the academy.
- Using the civil standard of proof (based on the 'balance of probabilities', it is more than likely that the fact is true) when establishing the facts relating to a fixed term or permanent exclusion.
- Ensuring clear minutes are taken of the representation meeting.
- Noting the outcome of the representation meeting on the student's education record, along with copies of relevant papers for future reference.
- Notifying the student's parents, the principal and LA of its decision and the reasons for it, without delay.

- Appointing a clerk to provide advice to the relevant panel and parties to the review on procedure, law and statutory guidance on suspensions and exclusions.
- Where appropriate, informing parents of where to apply for an independent review panel.
- Informing parents of relevant sources of information.
- Ensuring a student's name is removed from the school admissions register, where appropriate.
- Reconvening within 10 academy days to reconsider reinstatement of a student were directed to do so by the exclusion review panel.
- Arranging for an independent review panel hearing to review the decision of the trust board not to reinstate a permanently excluded student where required.

The clerk to the suspensions and exclusions review panel is responsible for:

- Informing the appropriate individuals that they are entitled to:
 - Make written representations to the panel.
 - Attend the hearing and make oral representations to the panel.
 - Be represented.
- Circulating copies of relevant papers at least five academy days before the review to all parties.
- Giving all parties details of those attending and their role, once the position is clear.
- Attending the review and ensuring that minutes are produced in accordance with instructions from the panel within the timeframe of the policy.

The principal is responsible for:

- Implementing good levels of discipline to ensure all students can benefit from the opportunities provided by education and to minimise potential fixed term and permanent exclusions.
- Applying the civil standard of proof when establishing the facts in relation to a fixed term or permanent exclusions
- Complying with their statutory duties in relation to students with SEND when administering the suspension or exclusion process, as outlined in the Special Educational Needs and Disabilities (SEND) Policy.
- Considering any contributing factors that are identified after an incident of poor behaviour has occurred, e.g., if a student has suffered bereavement, experienced bullying or has a mental health issue.
- Considering the use of a multi-agency assessment for a student who demonstrates persistent disruptive behaviour.
- Reviewing the effectiveness of fixed term and permanent exclusions as sanctions, e.g. if a student has received multiple fixed term exclusions or is approaching the legal limit for fixed term exclusions in an academic year.

- Considering what extra support may be needed to identify and address the needs of individual students, particularly those with SEND, those eligible for FSM, LAC and those from certain ethnic groups.
- Engaging effectively with parents in supporting the behaviour of students with additional needs.
- Determining whether a student will be fixed term or permanently excluded on disciplinary grounds.
- Withdrawing any fixed term or permanent exclusions that have not been reviewed by the governing board, where appropriate.
- Ensuring any decision to exclude for a fixed term or exclude permanently is lawful, rational, reasonable, fair, and proportionate.
- Complying with the requirements of the Equality Act 2010 when deciding whether to fixed term or permanently exclude a student.
- Ensuring they have considered their legal duty of care when sending a student home following a fixed term or permanent exclusion.
- Making the decision to fixed term or permanently exclude based on the evidence available at the time, regardless of any police investigation and/or criminal proceedings.
- Notifying a student's parents without delay where the decision is taken to fixed term or permanently exclude the student, including the days on which the parents must ensure the student is not present in a public place at any time during academy hours, as well as any other necessary information statutorily required.
- Ensuring that all information provided to parents is clear and easily understood.
- Notifying the trustee responsible and LA of their decision to exclude a student where appropriate, as well as the student's home authority if required.
- Notifying the board of trustees once per term of any exclusions in the principal's report to the board of trustees.
- Organising suitable work for excluded students where alternative provision cannot be arranged.

3. Grounds for fixed term or permanent exclusion

The school will only exclude for a fixed term or permanently exclude a student where it is necessary, and where all other possible disciplinary sanctions, as detailed in the academy's Behaviour Policy, have failed to be successful.

The following examples of behaviour may underline the academy's decision to exclude for a fixed term or permanently exclude a student:

- Any incident which poses a risk to other students or members of staff, e.g. bringing a weapon onto the premises
- Any incident which breaches the law
- Persistent and severe bullying
- Verbal and physical abuse
- Constant disruption

- A single, serious and major incident, e.g. serious assault on another individual leading to injury

Students can be excluded on a fixed-period basis, i.e. for up to 45 school days within a year, or permanently excluded. Similarly, students can be permanently excluded following a fixed term exclusion, where further evidence is presented. In all cases, the principal will decide whether a student will be subject to a fixed term or permanent exclusion, depending on what the circumstances warrant.

4. The principal's power to exclude for a fixed term or permanently

Only the principal has the power to fixed term or permanently exclude a student from the academy and can decide whether either a fixed term or permanent exclusion is appropriate. All fixed term and permanent exclusions will only be issued on disciplinary grounds.

The principal can exclude a student for a fixed term where their behaviour is disruptive during lunchtime. All lunchtime suspensions will be counted as half of a school day. The principal is also able to consider a student's disruptive behaviour outside of the school premises as grounds for fixed term or permanent exclusion, in accordance with the academy's Behaviour Policy.

When sending a student home following any fixed term or permanent exclusion, the principal will ensure that they always exercise their duty of care and will always inform the parents.

Any decision made to fixed term or permanently exclude a student will be lawful, proportionate, and fair, with respect to legislation relating directly to fixed term or permanent exclusions and the academy's wider legal duties, including the ECHR.

At all times, the principal will take into account their legal duties under the Equality Act 2010 and the 'Special educational needs and disability code of practice: 0 to 25 years', ensuring that they do not discriminate on any grounds, e.g. race, sex, or disability, and will not increase the severity of a student's fixed term or permanent exclusion on these grounds.

The principal will apply the civil standard of proof when responding to the facts relating to a fixed term or permanent exclusion, i.e. that 'on the balance of probabilities' it is more likely than not that the facts are true.

The principal may withdraw any fixed term or permanent exclusion that has not already been reviewed by the board of trustees.

The principal will not issue any 'informal' or 'unofficial' fixed term or permanent exclusion, e.g. sending a student home to 'cool off', regardless of whether the parents have agreed to this.

The principal will not use the threat of fixed term or permanent exclusion as a means of instructing parents to remove their child from the premises.

All fixed term or permanent exclusions will be formally recorded on the school's student information system.

5. Factors to consider when excluding a student for a fixed term or permanently

When considering the fixed term or permanent exclusion of a student, the principal will:

- Allow the student the opportunity to present their case once evidence has been collected.
- Take into account any contributing factors that are identified after a case of poor behaviour has occurred, e.g. if the student's wellbeing has been compromised, or they have been subjected to bullying.
- Take into consideration whether the student has received multiple fixed term exclusions or is approaching the legal limit of 45 excluded days per school year, and whether fixed term exclusion is serving as an effective sanction.
- Consider early intervention to address underlying causes of disruptive behaviour, including liaising with external agencies, to assess students who demonstrate consistently poor behaviour.

The principal will consider what extra support may be available for vulnerable student groups whose fixed term or permanent exclusion rates are higher, to reduce their risk of fixed term or permanent exclusion, including the following:

- LAC
- Students eligible for FSM
- Students with SEND
- Certain ethnic groups

The principal will consider avoiding excluding LAC, those with SEMH issues or students with an EHC plan. Where any member of staff has concerns about vulnerable student groups and their behaviour, they will report this to the principal, who will instigate a multi-agency assessment to determine whether the behavioural issues might be a result of educational, mental health or other needs and vulnerabilities.

Where SEND or SEMH issues are identified, an individual behaviour plan will be created using the graduated response outlined in the school's Behaviour Policy. If the student continues to endanger the physical or emotional wellbeing of other students or staff, despite exhausting the graduated response process, then fixed term or permanent exclusion may be considered. In accordance with the Equality Act 2010, under no circumstances will a student with identified SEND or SEMH issues be fixed term or permanently excluded before the graduated response process has been completed.

Where a student with SEND or SEMH issues is excluded because of a SEND- or SEMH-related need that could not be met at the school, detailed records will be kept highlighting that

these students are closely tracked and showing that the school has a close relationship with the student's next destination.

The principal will work in conjunction with the parents of any student with additional needs to establish the most effective support mechanisms.

6. Duty to inform parents

Following the principal's decision to fixed term or permanently exclude, a student, parents will be immediately informed, in person or by telephone, supported by email communication, of the period of the fixed term or permanent exclusion, or permanency of the exclusion, and the reasons behind this.

The principal will inform the parents in writing (or electronically if written permission has been received from the parents for notices to be sent this way) of the following:

- The reasons for the fixed term or permanent exclusion
- The length of the fixed term or permanent exclusion
- Their right to raise any representations about the fixed term or permanent exclusion to the board of trustees, including how the student will be involved in this and how the representations will be made
- Their right to attend a meeting where there is a legal requirement for the governing board to consider the fixed term or permanent exclusion, and the fact that they can bring an accompanying individual
- The arrangements that have been made for the student to continue their education prior to the organisation of any alternative provision, or the student's return to school
- Relevant sources of free, impartial information

Where the student is of compulsory school age, the principal will inform the parents by the end of the afternoon session that for the first five days of the fixed term or permanent exclusion (or until the start date of any alternative provision or the end of the fixed term exclusion, where this is earlier), parents are legally required to ensure that their child is not present in a public place during school hours without justification, and that parents may receive a penalty fine if they fail to do so.

Where the principal has arranged alternative provision, they will also inform the parents of the following:

- The start and end date for any provision of full-time education
- The address at which the provision will take place
- Any information necessary for the student to identify the person they should report to on the starting date

Where the principal is unable to provide information on alternative provision by the end of the afternoon session, they will provide the information in a subsequent written notice without further delay, and within 48 hours of the student beginning the provision. If the

alternative provision is due to begin before the sixth day of the fixed term or permanent exclusion, the principal can give less than 48 hours of notice, with parental consent.

If the principal has decided to exclude the student for a further fixed period following their original fixed term exclusion, or to permanently exclude them, they will notify the parents without delay and issue a new fixed term or permanent exclusion notice to parents.

7. Duty to inform the trust board and LA

The principal will inform the responsible trustee and the LA, without delay, of the following:

- Any permanent exclusions (including where a fixed term exclusion is followed by a decision to permanently exclude the student)
- Any fixed term exclusion which would result in the student being excluded for more than 5 school days in a term (or more than 10 lunchtimes)
- Any fixed term or permanent exclusions which would result in the student being absent from an examination or national curriculum test

For any fixed term or permanent exclusions, other than those above, the principal will notify the board of trustees and LA once per term. All notifications to the board of trustees and LA will include the reasons for fixed term or permanent exclusions and the duration of any fixed term exclusion.

If a student who is excluded for a fixed term or permanently lives outside the LA in which the school is located, the principal will notify the student's 'home authority'.

8. Arranging education for fixed term and permanently excluded students

For any fixed term exclusion of more than five school days, the board of trustees will arrange suitable full-time education for the student, which will begin no later than the sixth day of exclusion. Where a student receives consecutive fixed term exclusions, these will be regarded as cumulative, and full-time education will still have to be provided from the sixth day of fixed exclusion. For permanent exclusions, full-time education will be provided for the student from the sixth day of permanent exclusion.

The board of trustees will not arrange full-time education for any student who is currently in their final year of compulsory education, and who does not have any further public examinations to sit.

The board of trustees is aware that it is beneficial to fixed term and permanently excluded students to begin their alternative education arrangements before the sixth day of fixed term or permanent exclusion; therefore, the board of trustees will always attempt to arrange alternative provision before the sixth day. Where it is not possible to arrange alternative provision during the first five days, the academy will ensure that they take reasonable steps to set and mark work for the student.

If a student with SEND has been excluded for a fixed term or has been permanently excluded, the board of trustees will ensure that:

- Any alternative provision is arranged in consultation with the student's parents, who can request preferences.
- When identifying alternative provision, any EHC plan is reviewed or the student's needs are reassessed, in consultation with the student's parents.

9. Considering fixed term and permanent exclusions

The board of trustees will consider any representations made by parents regarding fixed term or permanent exclusions.

Parents and, where requested, a friend or representative, the principal, and a member of the LA will be invited to attend any consideration of fixed term or permanent exclusions and will be able to make representations. Any meeting to consider reinstatement of a student will be arranged at a date and time convenient for all parties, and in compliance with any statutory time limits.

The trustees will consider the reinstatement of a fixed term or permanently excluded student, where:

- The exclusion is permanent.
- The exclusion is fixed period and would bring the student's total number of, fixed term, excluded school days to more than 15 in any given term.
- The fixed term or permanent exclusion would result in the student missing a public examination.

In the case of a fixed term exclusion where the student's total number of fixed term excluded days is more than 5 but less than 15 school days within a term, if requested by the parents, the board of trustees will consider fixed term exclusions within 50 academy days of receiving notification. Where the student's total number of fixed term excluded academy days does not amount to more than 5, in the absence of any such representations, the board of trustees is not required to meet and cannot direct the reinstatement of the student.

Where fixed term or permanent exclusion would result in a student missing a public examination, the governing board will consider the fixed term or permanent exclusion before the test to decide whether the student should be reinstated in time to take the examination.

If it is not practicable for enough trustees to consider the decision before the examination, a smaller sub-committee will consider the fixed term or permanent exclusion and decide whether to reinstate the student.

Considering the above, the board of trustees will also consider whether it would be appropriate to allow the fixed term or permanently excluded student to enter the premises to take the examination.

When considering the reinstatement of a student, the board of trustees will:

- Only discuss the fixed term or permanent exclusion with the parties present at the meeting.
- Ask for any written evidence prior to the meeting.
- Circulate any written evidence and information to all parties, at least five academy days in advance of the meeting.
- Allow students and parents to be accompanied by a person of their choice to the meeting.
- Consider what reasonable adjustments need to be made to support the attendance and contribution of parties at the meeting.
- Identify the steps needed to enable and encourage the fixed term or permanently excluded student to attend the meeting and speak on their behalf, or how they may contribute personal views by other means if attendance is not possible.
- Consider the interests and circumstances of the student, including the grounds for fixed term or permanent exclusion.

10. Reaching a decision

After considering fixed term or permanent exclusions, the board of trustees will either:

- Decline to reinstate the student.
- Direct the reinstatement of the student immediately, or on a specified date.

If reinstatement would make no practical difference, e.g. if the student has already returned to school following a fixed term exclusion or the parents make clear they do not want their child reinstated, the board of trustees will still consider whether the student should be officially reinstated, and whether the principal's decision to fixed term or permanently exclude the student was fair, lawful and proportionate, based on the evidence presented.

The board of trustees will apply the civil standard of proof when responding to the acts relating to a fixed term or permanent exclusion, i.e. that on the 'balance of probabilities' it is more likely than not that the facts are true.

To reach a decision, the board of trustees will:

- Identify the steps they intend to take to ensure that all parties involved will have the opportunity to participate and present their views.
- Ensure that minutes are taken of the meeting as a record of the evidence that was considered.
- Ask all parties to withdraw from the meeting before concluding their decision.

- Consider whether the fixed term or permanent exclusion of the student was lawful, proportionate, and fair, considering the principal's legal duties and any evidence that was presented to the board of trustees in relation to the decision.
- Record the outcome of the decision on the student's educational records, along with copies, which will be kept for at least six months.
- Make a note of their findings, where they have considered a fixed term or permanent exclusion but cannot reinstate the student.

11. Notification of considered fixed term and permanent exclusions

The board of trustees will notify the parents of the fixed term or permanently excluded student, the principal, and the LA of their decision following the consideration of a fixed term or permanent exclusion, in writing and without delay.

In the case of permanent exclusion, where the board of trustees decides not to reinstate the student, they will notify the parents:

- That the exclusion is permanent.
- Of their right for it to be reviewed by an independent review panel.
- Of the date by which an application for review must be made.
- Of the name and address of whom the review application should be submitted to.
- That any application should set out the grounds on which it is being made and that, where appropriate, this should include reference to how a student's SEND is considered relevant to the exclusion.
- That, regardless of whether a student has been identified as having SEND, the parents have a right to require the governing board to ensure a SEND expert attends the review.
- Of the role of the SEND expert that will attend the review, and that the parents will not be charged for this.
- That they are required to make it clear if they wish for a SEND expert to attend the review.
- That they may appoint someone at their own expense to make representations to the panel.

The board of trustees will also notify parents that, if they believe a fixed term or permanent exclusion has been issued because of discrimination, then they are required to make a claim under the Equality Act 2010 to the First-tier Tribunal (SEND), and that this should be within six months of when the discrimination allegedly took place.

After any conclusion, the board of trustees will notify the parents, and all other parties involved, of the decision that was made and the reasoning for this, in sufficient detail.

12. Removing permanently excluded students from the academy register

The principal will remove students from the academy register if:

- 15 academy days have passed since the parents were notified of the board of trustee's decision not to reinstate the student and no application for an independent panel review has been received.
- The parents have stated in writing that they will not be applying for an independent panel review following a permanent exclusion.

If an application for an independent panel review has been made within 15 academy days, the principal will wait until the review has been determined, or abandoned, and until the board of trustees has completed any reconsideration that the panel recommended or directed it to carry out, before removing the student from the academy register.

If a student's name is to be removed from the register, the principal will make a return to the LA, which will include:

- All the particulars which were entered in the register.
- The address of any parent with whom the student normally resides.
- The grounds upon which the student's name is to be removed from the register.

Any return to the LA will be made as soon as the grounds for removal are met and no later than the date in which the student's name was removed.

If a student's name has been removed from the register and a discrimination claim is made, the student may be reinstated following a decision made by the First-tier Tribunal (SEND) or County Court.

Whilst a student's name remains on the admissions register, the appropriate code will be used to mark the student's attendance:

- Code B: Education off-site
- Code D: Dual registration
- Code E: Absent and not attending alternative provision

13. Independent review panel

The Trustees will review the panel of trustee's decision not to reinstate an excluded student if the parents submit their application for this within the required time frame.

They will constitute an independent review panel of three or five members that represent the following categories:

- A lay member to chair the panel. This individual will not have worked in any school in a paid capacity

- A current or former school trustee who has served for at least 12 consecutive months in the last 5 years
- A headteacher/principal or individual who has been a headteacher/principal within the last 5 years

Parents are required to submit their applications within:

- 15 school days of the governing board's notification of their decision.
- 15 school days of the final determination of a discriminatory claim made under the Equality Act 2010.

Any application made outside of the above timeframe will not be reviewed. Parents can request an independent panel review even if they did not make a case to, or attend, the exclusion panel's initial consideration of the exclusion.

The trustees will adhere to all statutory guidelines when conducting an independent panel review, as outlined in the DfE's statutory guidance document 'Exclusion from maintained schools, academies and student referral units in England'.

14. Appointing a SEND expert

If requested by parents in their application for an independent review panel, the LA will appoint a SEND expert to attend the panel and covers the associated costs of this appointment. Parents have a right to request the attendance of a SEND expert at a review, regardless of whether the school recognises that their child has SEND.

The LA will decide to indemnify the SEND expert against any legal costs and expenses reasonably incurred because of any decisions or actions connected to the review and which are taken in good faith.

An individual will not serve as a SEND expert if they have, or at any time have had, any connection with the LA, academy, parents or student, or the incident leading to the permanent exclusion, which might reasonably be taken to raise doubts about their ability to act impartially; however, an individual is not taken to have such a connection solely because they are an employee of the LA.

The SEND expert will be a professional with first-hand experience of the assessment and support of SEND, as well as an understanding of the legal requirements on schools in relation to SEND. Examples of suitable individuals include educational psychologists, specialist SEND teachers, SENCOs and behaviour support teachers.

Recently retired individuals are not precluded from fulfilling this role; however, during interview, the LA will assess the knowledge of such individuals to ensure that they have a good understanding of current practice and the legal requirements on schools in relation to SEND.

Whilst individuals are not automatically taken to be partial simply because they are an employee of, or contracted by, the LA, they will not have had any previous involvement in the assessment or support of SEND for the excluded student, or siblings of the excluded student. The LA will request that prospective SEND experts declare any conflict of interest at the earliest opportunity.

The final decision on the appointment of a SEND expert is for the LA to make, but it will take reasonable steps to ensure that parents have confidence in the impartiality and capability of the SEND expert. Where possible, this will include offering parents a choice of SEND expert.

To meet its duties within the statutory time frame, the LA will consider maintaining a list of individuals capable of performing the role of SEND expert in advance of a request.

The LA will determine the amount of any payment in relation to the appointment of the SEND expert, such as financial loss, travel, and subsistence allowances.

15. The role of the SEND expert

The SEND expert's role is analogous to an expert witness, providing (orally and/or written) impartial advice to the panel on how SEND might be relevant to the exclusion. The SEND expert will base their advice on the evidence provided to the panel. The SEND expert's role does not include assessing the student's SEND.

The focus of the SEND expert's advice will be on whether the academy's policies which relate to SEND, or the application of these policies in relation to the permanently excluded student, were legal, reasonable, and procedurally fair. If the SEND expert believes that this was not the case, they will, where possible, advise the panel on the possible contribution this could have made to the circumstances of the student's permanent exclusion.

Where the academy does not recognise that a student has SEND, the SEND expert will advise the panel on whether they believe the academy acted in a legal, reasonable and procedurally fair way with respect to the identification of any SEND that the student may potentially have, and any contribution that this could have made to the circumstances of the student's permanent exclusion.

The SEND expert will not criticise an academy's policies or actions simply because they believe a different approach should have been followed or because another school might have taken a different approach.

16. Appointing a clerk

The trustees will decide whether to appoint a clerk to the independent review panel, or to make alternative arrangements to administer the panel.

Where a clerk is appointed, the trustees will ensure that the clerk did not serve as clerk to the exclusion panel when the decision was made not to reinstate the student

17. The role of a clerk

The clerk's role is to provide advice to the panel and parties to the review on procedure, law, and statutory guidance on permanent exclusions.

The clerk will:

- Identify, in advance of the meeting, whether the permanently excluded student wishes to attend the panel hearing, taking reasonable steps to enable the student to feedback their views, irrespective of their attendance.
- Identify, in advance of the meeting, whether any alleged victims of the incident(s) leading up to the permanent exclusion wish to attend the panel hearing, taking reasonable steps to enable them to feedback their views, irrespective of their attendance.
- Ensure that the panel can hear from any witnesses to the incident(s) leading to the permanent exclusion, since some of these people may be students at the school. Students under 18 will not be allowed to appear in person without parental consent.
- Inform the parents, principal and board of trustee's that they are entitled to make oral and written representations to the panel, attend the hearing, and be represented.
- Ensure that all parties are:
 - Provided with copies of relevant papers at least five academy days before the review, notifying the panel if any requested documents have not been provided in case the panel wishes to adjourn until a later date.
 - Informed about who is attending the meeting, and what their roles are.
- Attend the review and ensure that minutes are produced in accordance with instructions from the independent review panel.

18. The duties of the independent review panel

The role of the panel is to review the board of trustee's decision not to reinstate a permanently excluded student. In reviewing the decision, the panel will consider the interests and circumstances of the permanently excluded student, including the circumstances in which the student was permanently excluded, and have regard to the interests of other students and people working at the academy. The panel will apply the civil standard of proof, rather than the criminal standard of 'beyond reasonable doubt'.

Following the review, the panel will do one of the following:

- Uphold the decision
- Recommend that the board of trustee's reconsiders reinstatement
- Quash the decision and direct that the board of trustee's reconsiders reinstatement

The panel's decision does not have to be unanimous and can be decided by a majority vote. It is binding on the student, parents, board of trustees, principal, and LA.

19. Reconsidering reinstatement following a review

Where the independent review panel instructs the board of trustees to reconsider their decision not to reinstate a student, they will do so within 10 academy days of being given notice of the review panel's decision.

The academy is aware that if, following an instruction to reconsider, the board of trustee's does not offer to reinstate the student, then the academy will be required to make a payment of £4,000 directly to the LA area in which the academy is located.

Where the independent review panel recommends that the board of trustee's should reconsider their decision not to reinstate a student, they will do so within 10 academy days of being given notice of the review panel's decision. The academy is aware that if, following a recommendation to reconsider, the board of trustee's does not offer to reinstate the student, it will not be subject to a financial adjustment. If, following reconsideration, the board of trustee's offers to reinstate the student but the parents decline, no adjustment will be made to the academy budget.

Following reconsideration, the board of trustees will notify the parents, principal and LA of their reconsidered decision and the reasons for this.

20. Criminal investigations

The principal will not postpone taking a decision to fixed term or permanently exclude a student due to a police investigation being underway, or any criminal proceedings that are in place.

Consideration will be given by the principal when deciding to exclude a student permanently or for a fixed term where evidence is limited by a police investigation, to ensure that any decision made is fair and reasonable.

If the board of trustees is required to consider the principal's decision in these circumstances, they will not postpone the meeting and will decide based on the evidence available.

21. Training requirements

The Executive Trust Board will ensure that all review panel members and clerks have received training within the two years prior to the date of the review. Training will cover:

- The requirements of the legislation, regulations and statutory guidance governing fixed term and permanent exclusions.
- The need for the panel to observe procedural fairness and the rules of natural justice.
- The role of the chair of a review panel.
- The role of the clerk to a review panel.
- The duties of principals, board of trustees and the panel under the Equality Act 2010.
- The effect of section 6 of the Human Rights Act 1998 and the need to act in a manner compatible with human rights protected by that Act.

Clerks will also have an up-to-date understanding on developments in case law which are relevant to fixed term and permanent exclusions.

22. Monitoring and review

This policy will be reviewed annually by the principal in conjunction with the board of trustees.

The next scheduled review date for this policy is September 2023.

All members of staff will be required to familiarise themselves with this policy as part of their induction programme.

Flowchart for reviewing the principal's fixed term or permanent exclusion decision

